

Panaji, 16th February, 2024 (Magha 27, 1945)

SERIES I No. 46

# OFFICIAL GOVERNMENT OF GOA GAZETTE



PUBLISHED BY AUTHORITY

## EXTRAORDINARY

### GOVERNMENT OF GOA

Department of Law &amp; Judiciary

Law (Establishment) Division

#### Order

14/03/2018-LD (Estt.)/353

- Read: (1) Order of the Hon'ble Supreme Court dated 09-05-2017 in Writ Petition No. 643/2015.
- (2) Order of the Hon'ble Supreme Court dated 19-05-2023 in Writ Petition No. 643/2015.
- (3) Order of the Hon'ble Supreme Court dated 27-07-2022 in Writ Petition No. 643/2015.
- (4) Order No. 14/03/2018-LD (Estt.)/1830 dated 30-10-2023.
- (5) Order No. 14/03/2018-LD (Estt.)/1981 dated 06-11-2023.

The Hon'ble Supreme Court of India vide its orders dated 27-07-2022, 05-04-2023, 19-05-2023 and 04-01-2024 has accepted the recommendation of Second National Judicial Pay Commission (SNJPC) on the revision of Pay and Pension of Judicial Officers. These orders have delineated inter alia the history of constitution of Second National Judicial Pay Commission (SNJPC) and the principal underlying Judicial Pay, Allowances and Pension to the Judicial Officers and Retired Judicial Officers.

Vide order dated 04-01-2024 in Writ Petition (Civil) No. 643/2015 has accepted the recommendation of payment of revised allowances of Second National Judicial Pay Commission and the payment of the allowance as recommended shall accordingly stands approved by the Hon'ble Supreme Court of India.

In pursuant to the direction of the Hon'ble Supreme Court of India in Writ Petition (Civil) No. 643/2015 vide order dated 04-01-2024, Government of Goa is please to grant approval to make admissible the allowances and other benefits to the Judicial Officers and the retired Judicial Officers and Family Pensioners in the State as per the recommendations made by the Hon'ble Justice Reddy Commission, with effect from 01-01-2016 (a copy of the order dated 04-01-2024 is annexed herewith) as under:—

(1) *House Building Advance (HBA).*— House Building Advance shall be admissible to the Judicial Officers in accordance as per the procedure laid down by the Government of Goa.

(2) *Children Education Allowance.*— The Children Education Allowance shall be admissible to all the Judicial Officers in the State. The said allowance shall be payable as per the Central Government's O. M. No. A27012/02/2017-ESTT (AL) dated 16-08-2017 and 16-07-2018 of the Ministry of Employees, Public Complaints and Pension,

Employees and Training Department and as per the amendments made therein from time to time, as under:

(a) Fixed Education Allowance of an amount of Rs. 2,250/- per month and Hostel allowance of an amount of Rs. 6,750/- per month is made admissible for the education of each child (for two children only) upto twelfth standard.

(b) The amount of allowance and grant mentioned at Sr. No. (a) above shall be double of the same for the children with special needs.

(c) When there is a hike in the rate of dearness allowance by 50%, the said allowance and grant shall be increased by 25% at each time.

(d) Reimbursement of the aforesaid education allowance shall be made on the basis of self-certificate.

(e) For the reimbursement of the above-mentioned hostel grant, it shall be necessary to produce the proof showing that the child has taken admission in the Hostel.

(f) The above-mentioned allowance and grant shall be admissible from the Academic year 2019-2020.

(3) *City Compensatory Allowance.*— This allowance is discontinued. No recovery shall be affected on the amount already paid on account of the allowance from the officer concerned.

(4) *Concurrent Charge Allowance.*— (a) If the Judicial Officer is assigned with the charge of another Court for the period of more than 10 days continuously then, monthly allowance in the maximum limit of 10 percent of minimum basic pay in the pay level of the post, the additional charge of which has been held by the said Judicial Officer, shall be admissible as per the criteria that may be determined by the Hon'ble High Court.

(b) The aforesaid allowance shall be admissible on revised pay with effect from the date 01-01-2016.

(5) *Conveyance/Transport Allowance.*— (a) Pool-car facility recommended by the First Judicial Pay Commission (Hon'ble Justice Shetty Commission) shall be stopped in due course of time. However, if the Judicial Officers are interested to avail Pool-car facility then, they may continue to avail Pool-car facility on the condition of giving up the amount of conveyance/transport and fuel allowance. One pool-car shall be admissible to three (3) Judicial Officers together.

(b) Those Judicial Officers who own four-wheeler vehicle in their own name or in the name of spouse, the allowance at the rate of Rs. 10,000/- per month, towards the expenses on maintenance, repairs and salary of the driver of the said vehicle, shall be admissible to them with effect from the date 01-01-2016 and the said allowance shall be admissible at the enhanced rate of Rs. 13,500/- per month with effect from the date 01-01-2021.

(c) The Judicial Officers who do not have their own four-wheeler vehicle and who do not avail pool-car facility shall be eligible for getting conveyance allowance as mentioned herein above. However, they shall not be eligible for getting fuel allowance.

(d) Besides the aforesaid allowance, the reimbursement of the expenses on petrol/ /diesel/fuel for 100 litres per month shall be admissible in the cities like metropolitan cities and the places within the limits of municipal corporations and districts places and for 75 litres per month at other places w.e.f. 01-01-2016.

(e) Apart from the Judicial Officers to whom separate office vehicle is admissible at present, separate office vehicle shall be admissible to other Judicial Officers like the Director, Judicial Training Academy/ /Institution, Principal Judge, Family Courts and the Secretary, District Legal Services Authority.

(f) As regards the Judicial Officers to whom the Government vehicle is admissible, use of the said vehicle for private purpose within

the limit of 300 kilometers per month, shall be admissible to them free of cost.

(g) The aforesaid conveyance/transport and fuel allowance shall not be admissible to those Judicial Officers who are using Government vehicles.

(h) All Judicial Officers shall be at liberty to mention "Judge" on their private vehicles.

(i) Vehicle loan up to the limit of rupees 10 lakhs at the simple rate of interest of four (4) percent shall be admissible to the Judicial Officers and the loan sanction process for the same shall be completed on priority basis.

(6) *Dearness Allowance.*— The dearness allowance shall be admissible to the Sitting and also to the retired Judicial Officers like the employees in Central Government Service.

(7) *Earned Leave Encashment.*— Earned Leave Encashment shall be admissible to the Judicial Officers in the below-mentioned manner.

(a) Encashment of maximum 300 days earned leave shall be admissible at the time of retirement.

(b) Leave encashment of 30 days shall be admissible in two year-block.

(c) Facility of encashment of 10 days leave at one time shall be admissible for Leave Travel Concession (LTC) (Maximum 60 days during the entire service tenure—10 days at one time, thus total 6 times.)

(d) The facility mentioned at (b) and (c) shall be in addition to the facility of encashment of leave of 300 days being given to the Judicial Officers at the time of their retirement.

(e) After adjusting the amount of leave encashment given to the retired Judicial Officers as per the non-revised pay at the time of their retirement, the amount of difference calculated as per revised pay shall be paid within three months.

(f) Due to deduction of days of leave encashment from the leave encashment at the time of retirement of Judicial Officers

as mentioned in the above-mentioned at (b) and (c), if the amount of encashment of leave less than 300 days admissible to the Judicial Officers is paid to them at the time of their retirement, the amount of difference shall be paid as per the example mentioned in Annexure "A".

(g) The facility of the aforesaid allowance shall be admissible with effect from the date 01-01-2016.

(8) *Electricity and Water Charges.*— Reimbursement of 50% of the actual total monthly bill amount of the electricity and water charges shall be admissible to the Judicial Officers. It shall be mandatory to produce the receipt in respect of payment of bill for the said reimbursement and such reimbursement shall be payable after every three months. The limit of the said reimbursement of electricity and water bill shall be as under:—

Designation	Electricity Usage Units	Water usage quantity
District Judge	8000 units per year	420 KLS per year
Civil Judge	6000 units per year	336 KLS per year

(9) *Higher Qualification Allowance.*— (a) If the Judicial Officers acquire post-graduation degree (L.L.M.) in Law Stream then, 3 advance increments shall be admissible to them. Similarly, if they acquire Doctor of Philosophy (Ph.D.) degree then, one more advance increment shall be admissible to them.

(b) After receiving the aforesaid advance increment, if the Judicial Officers acquire any post graduate degree or Ph.D. in any other subject, then, no increment for such additional degree shall be admissible.

(c) If the Judicial Officers have acquired post graduate degree or Ph.D. in Law Stream before entry in Government Service or during their entire Government service tenure, the aforesaid advance increment shall be admissible.

(d) If the Officers have acquired post graduate degree or Ph.D. in Law Stream before entry in Government service, then, the above mentioned advance increment shall be admissible to such officers with effect from the date of their entry in Government service and if they have acquired such degrees after entry in Government service, then, the same shall be admissible to them with effect from the date of acquiring such post graduate degree or Ph.D.

(e) If the Judicial Officers have acquired post graduate degree or Ph.D. in Law Stream by studying on regular part-time or full time basis or from distant or other U.G.C. recognized academic curriculum then, advance increment shall be admissible to them as mentioned hereinabove.

(f) The aforesaid advance increments to be received on account of acquiring post graduate degree or Ph.D. in Law shall be admissible to the Judicial Officers in all cadres at every level like Civil Judge First and second Assured Progress Scheme, promotion, District Judge First Entry, Selection grade and District Judge Super time pay scale (J-1 to J-7).

(g) The aforesaid advance increments shall be admissible even on single tier/senior pay-scale level to be given in Tribal and Naxal affected areas.

(h) The aforesaid advance increments shall be a part of the monthly pay and the prevailing dearness allowance shall be admissible on the same.

**10. Hill Area/Tough Location Allowance.—**

(a) Allowance of Rs. 5,000/- per month shall be admissible to the Judicial Officers working in Hill Areas/Tough Locations.

(b) The said allowance shall be admissible with effect from the date 01-01-2016.

(c) Hill Areas/Tough Locations for the said allowance shall be as determined by the Hon'ble High Court.

**11. Home Orderly/Domestic Help Allowance.—**

(a) Home Orderly/Domestic Help Allowance

shall be admissible to the Sitting Judicial Officers at the below-mentioned rates with effect from the date 01-01-2016 and the same shall be increased by 5 percent after every six months with effect from the date 01-01-2016.

(1) District Judge: Rs. 10,000/- per month.

(2) Civil Judge: Rs. 7,500/- per month.

(b) Domestic Help Allowance per month shall be admissible to the retired Judicial Officers at the rate of Rs. 9,000/- and to the family pension holders at the rate of Rs. 7,500/- per month with effect from the date 01-01-2016 and at the increased rate of 30% with effect from the date 01-01-2021.

(c) Though the employee in Group-D cadre is made available at the residence of the Judicial Officers during night times or if the Security guards are made available to the Judicial Officers as they are residing generally in the areas where there is danger or though the employee in Group-D cadre is made available at the residence of the Principal District Judges or Judicial Officers on analogous posts, even then, the Home Orderly Allowance shall be admissible to such Officers at the above-mentioned rates.

(d) The said allowance shall be paid on the basis of self-certificate.

**12. House Rent Allowance and Residential Quarters.—** (a) (1) Rent free residential quarter shall be made available to the Judicial Officers within one month from the date of assuming the charge of the post or if the residential quarter is not available then, the Office shall make available private residence and if such residence is available, then, house rent allowance shall not be admissible to such Judicial Officers.

(2) The Principal District Judge or Analogous Officers shall pay the rent of the residence made available by the Office due to non availability of residential quarter, directly to the owner of the House.

(3) Minimum carpet area of the residence of the Judicial Officers shall be as under:—



i) District Judge: 2,500 sq. ft.

ii) Civil Judge (CJSD & CJJD): 2,000 sq. ft.

(4) If the Government quarter or private residence is not made available by the Office for the Judicial Officers within the aforesaid prescribed period then, such Judicial Officers himself may make arrangement of private residences and house rent allowance shall be admissible to such Judicial Officers as per the order No. 8/1/2016-Fin(R&C) dated 25-07-2017 issued by Department of Finance (R&C), Government of Goa.

(5) House Rent Allowance as aforesaid shall be admissible even to those Judicial Officers who are residing in the houses of their ownership or of the ownership of their spouse or in the houses of the ownership of their parents or those who are residing in rented premises.

(6) If the rent of private residence is within the limit of admissible house rent allowance as aforesaid then, it is not necessary to determine the rent. However, if the rent of private residence is more than the limit of admissible house rent allowance as aforesaid then, the Principal District Judge or Analogous Officers shall determine/evaluate the rent of the said residence with the help of the Public Works Department and if the difference between the rent determined/evaluated accordingly and the admissible house rent allowance is more than 15% then, the Principal District Judge or Analogous Officers may sanction the amount of difference in rent after obtaining approval from the Hon'ble High Court. If the amount of such difference is less than 15 % then, the sanction is not necessary.

(b) *Furniture and Air Conditioner Allowance:*— (1) Furniture allowance of Rs. 1,25,000/- and air conditioner allowance of Rs. 55,000/- shall be admissible to the Judicial Officers once in 5 years. The said furniture allowance can be used for purchase of furniture, domestic, electric and electronic appliances etc.

(2) The aforesaid allowances shall be admissible with effect from the date 01-01-2016 and the same shall be admissible in the 5 year block commencing from the date 01-01-2016 to 31-12-2020 and from the date 01-01-2021 to 31-12-2025 and even thereafter in the very manner. If the bills for furniture and air conditioner in respect of the Block year commencing from the date 01-01-2016 to 31-12-2020 are available then, the reimbursement in respect thereof shall be admissible on producing the same. However, if the bills in respect of the Block year commencing from the date 01-01-2016 to 31-12-2020 are not available then, it shall be admissible to utilize the said grant in current block year.

(3) The guidelines in respect of deduction of certified depreciation amount and of the option of retaining with the concerned officer, the said articles purchased in view of the aforesaid grant after every block-year or at the time of retirement shall be as per the directions as may be decided by the Hon'ble High Court.

13. *Leave Travel Concession (LTC)/Home Town Concession (HTC).*— (a) While availing the benefit of the LTC (Not for HTC), the Judicial Officers can make encashment of 10 days Earned Leave as mentioned in Paragraph No. 7 above.

(b) (1) One LTC and one HTC throughout India in a 3-year block period shall be admissible to the Judicial Officers. The said Block-Year shall be from the date 01-01-2016 up to 31-12-2018, from the date 01-01-2019 up to 31-12-2021, from the date 01-01-2022 up to 31-12-2024 and so on.

(2) HTC on 2 times in the first 3-year block shall be admissible to the newly appointed Judicial Officers. The three year block shall commence on completion of the probation period.

(c) For the concession of LTC, air travel and reimbursement thereof shall be admissible to the Judicial Officers from all cadres. For the purpose of reimbursement, it shall be necessary for them to purchase their air travel

ticket directly from the Airlines or through the authorised agent, authorised by the Central/State Government.

(d) The Leave Travel Concession, if not availed of during the last block-year, can be availed in the first year of the subsequent block-year and within next one year of the retirement.

(e) LTC/HTC is not admissible to the retired Judicial Officers.

(f) There shall be no necessity for the Judicial Officers to avail earned leave only for the purpose of LTC/HTC and they may be permitted to avail benefit of casual leave up to the limit of two days by annexing thereto as suffix and affix.

(g) This concession shall be admissible as per the travelling allowance payable and as per the position at the time of official tour/transfer. However, no daily allowance shall be admissible.

**14. Medical Allowance/Medical Facilities.—**

(a) The Medical Allowance of sum of Rs. 3,000/- per month in cash shall be admissible to the Sitting Judicial Officers, with effect from the date 01-01-2016.

(b) Medical Allowance of sum of Rs. 4,000/- per month shall be admissible to the Pensioner Judicial Officers/Family Pension Holders with effect from the date 01-01-2016.

(c) The spouses of the retired Judicial Officers getting the Family Pension or the members dependent on them shall be eligible for getting medical facilities/reimbursement along with the Pensioners.

(d) Separate orders shall be issued in respect of other medical facilities accepted by the Hon'ble Supreme Court.

**15. Newspaper and Magazine Allowances.—**

This allowance of sum of Rs. 1,000/- per month for District Judges and Rs. 750/- per month for other Judicial Officers (2 newspapers and 1 magazine) shall be admissible with effect from the date 01-01-2020.

Reimbursement of this allowance shall be made on half yearly basis i.e. for January to June and for July to December, on the basis of self-certificate.

16. *Robe Allowance.*— Robe Allowance of sum of Rs. 12,000/-, once after every three years, shall be admissible to the Judicial Officers with effect from the date 01-01-2016.

17. *Special Pay for Administrative Work.*— Monthly allowance as mentioned hereinbelow for the Administrative Work shall be admissible to the Judicial Officers in the below mentioned cadre with effect from the date 01-01-2019.

(a) Principal District and Sessions Judges: Rs. 7000/- per month.

(b) Other District Judges including I Additional District Judges entrusted with administrative work who have to generally spend time beyond Court working hours: Rs. 3500/- per month.

(c) District Judges presiding over Special Courts and Tribunals having independent responsibilities: Rs. 3500/- per month.

(d) CJMs and Principal Senior, Junior Civil Judges and other Judicial Officers having administrative responsibilities being in charge of independent Courts with filing powers: Rs. 2000/- per month.

18. *Sumptuary Allowance.*— (1) Sumptuary Allowance, per month, as mentioned hereinbelow shall be admissible to the Judicial Officers in the below mentioned cadre, with effect from the date 01-01-2016:

Designation	Sumptuary Allowance
Principal District and Sessions Judges	Rs. 7,800/- per month
Civil Judges (Senior Division)	Rs. 5,800/- per month
Civil Judges (Junior Division)	Rs. 3,800/- per month

(2) The allowance shall be available w.e.f. 01-01-2016.

(3) The following categories of Judicial Officers shall get Rs. 1,000/- (One thousand)

more by virtue of their status or the additional responsibilities they shoulder.

(a) Principal District Judge in-charge of administration in the Districts/Cities.

(b) District Judges in selection grade and super time-scale.

(c) Director of Judicial Academy/Judicial Training Institute/Member Secretary, State Legal Services Authority.

(d) Chief Judicial Magistrate/Chief Metropolitan Magistrate.

This allowance shall not be admissible to the retired Judicial Officers.

19. *Telephone Facility.*— (A) (1) The allowance of sum of Rs. 1,500/- per month for District Judges and the allowance of Rs. 1,000/- per month for other Judicial Officers shall be admissible to them for the telephone and broadband facility at their residence. The places where the broadband facility is not available, an allowance of Rs. 1,000/- per month shall be admissible to the District Judges and an allowance of Rs. 750/- per month shall be admissible to other Judicial Officers. This facility can be availed from any service provider.

(2) The expenditure for installation of the aforesaid telephone facility at the office and at the residence shall be borne by the office.

(3) Reimbursement of the aforesaid allowance shall be made on the basis of self-certificate.

(B) (1) The allowance of Rs. 30,000/- for mobile handset for the District Judges and Rs. 20,000/- for other Judicial Officers, shall be admissible once in every three years. Similarly, the allowance of Rs. 2,000/- for mobile usage charges for District Judges and Rs. 1,500/- for other Judicial Officers shall be admissible every month. This allowance shall be paid on the basis of self-certificate.

(2) The guidelines in respect of deduction of certified depreciation amount and of the option of retaining with the concerned officer, the old mobile phone handset purchased in

view of the aforesaid grant after every block-year or at the time of retirement shall be as per the directions as may be decided by the Hon'ble High Court.

(3) The said mobile handset purchase facility shall be admissible for a block-year of three years from the year 2016 i.e. for the period from the date 01-01-2016 upto 31-12-2018, from the date 01-01-2019 upto 31-12-2021, from the date 01-01-2022 upto 31-12-2024 and so on. If the bills for the block-years 2016 to 2018 and 2019 to 2021 are not available, then it shall be admissible to utilize the said grant in current year.

(C) The allowances and the grant mentioned at 'A' and 'B' above shall be admissible with effect from the date 01-01-2016.

(20) *Travelling Allowance and Transfer Grant.*—

A) Transfer Grant:

(1) On transfer, the 'Composite Transfer Grant' shall be admissible at the rate equivalent to one month's basic pay.

(2) If transfer is made at a place located at a distance of 20 kms. or less than that or in the very city (in case it includes change of residence), then, the Composite Transfer Grant shall be to the extent of 1/3rd of the basic pay.

(3) In case of transport of goods by road, the admissible amount shall be admissible as minimum Rs. 50/- per km or the actual charges, whichever is less. This shall include the labour charges required for loading and unloading of the goods. when the hike in Dearness Allowance is by 50%, this amount shall be enhanced by 25%. (eg. when Dearness Allowance becomes 50%, the admissible amount shall become Rs. 62.50 per kilometer and when Dearness Allowance becomes 100%, it shall become Rs. 75/- per kilometer and shall be come admissible hereinafter accordingly).

(4) The aforesaid grant and allowance shall be applicable with effect from the date 01-01-2016. The admissible arrears amount

in respect of the revised grant and allowance from the date 01-01-2016 shall be adjusted from the amount paid earlier and the remaining amount of arrears shall be paid in cash.

B) Travelling Allowance as per the concerned rules of the Central Government shall be admissible to the Judicial Officers.

1. The air travel concession shall be admissible to the Judicial Officers from all cadres in the State of Goa for their attending the official work as well as for attending various workshops, study camps and various training.

2. Whenever Judicial Officers go for training within or outside the State of Goa and if the training institution does not have an arrangement for their lodging and boarding at the said place and if it becomes necessary for them to arrange for the same from their own pocket or if the said institution has recovered from them the fee/expenses, then the amount of fee/actual expenses shall be admissible to them. If the amount of actual expenses is within the limit prescribed then the Hon'ble High Court or the Competent Authority authorised by the Hon'ble High Court shall have powers to sanction the said amount. In the case of excess amount than the said amount, the Administrative Department shall have powers to grant approval to the same.

3. The allowances besides the aforesaid allowances shall be applicable as admissible to the State Government Employees. Further, if the allowances given by the State Government are more beneficial than the aforesaid allowances, then the same shall be made admissible.

4. The aforesaid allowances and facilities shall be applicable to the Judicial Officers,

the Hon'ble Judges of the Family Courts and to the Judicial Officers appointed on deputation in the State.

5. While paying the amount of the arrears of the aforesaid revised allowances, the amount paid shall be adjusted and the difference of the amount shall be paid in cash, in lump-sum.

6. Necessary steps to be taken to pay the amount of arrears due and payable towards the aforesaid allowances in cash before the date 29-02-2024.

7. The expenditure towards the aforesaid allowances is the expenditure to be incurred on the Judicial Officers working under the budgetary control of the Law and Judiciary Department. Other Ministerial Departments shall make separate provisions for the expenditure to be incurred for the Judicial Officers working under their control.

8. The expenditure to be incurred for the said allowances and facilities shall be defrayed from the sanctioned financial grant and the concerned account head.

*Authorization.*— In case of pensioners/ /Family Pensioners, their allowances shall be revised and arrears of revised allowances shall be authorised by Directorate of Accounts (Pension Section). After the authorization, the Pension Disbursing Authority concerned will disburse the revised allowances and arrears as detailed above.

This issues with the concurrence of the Finance (Rev. & Cont.) Department vide its U. O. No. 1400048292 dated 08-02-2024.

By order and in the name of the Governor  
of Goa.

*Amir Y. Parab*, Under Secretary, Law (Estt.).

Porvorim, 14th February, 2024.



## ANNEXURE "A"

**As per SNJPC Report Part I Volume III page 38  
(Earned Leave Encashment)****Example**

Leave encashed during service	120 days
Leave to the credit of the officer on the date of retirement	300 days
Maximum Leave to be encashed at the time of retirement	300 days
Eligible to get encashment of leave	300 days
Leave encashment granted at the time of retirement (120 days leave deducted on account of encashment during service)	300-120=180 days instead of 300 days
That 120 days leave encashment is required to be given to the officer now.	

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